

## Assessment Strategies and Tools that Work

Listed below are assessment tools and strategies that case managers who attended the WIA Case Management Training have identified using in the field. Also listed are issues that were identified with those tools and strategies.

Field Assessment Practices	Issues
30-90 day Assessments <ul style="list-style-type: none"> <li>Individual assessment by case managers</li> <li>Informal Assessments</li> <li>Objective Assessments</li> </ul>	Basic training on assessment Needed
Assessment Process	<ul style="list-style-type: none"> <li>Standardization</li> <li>Case managers do not agree with assessment tools told to use</li> <li>Availability of other tools</li> <li>Giving assessment to people with learning disabilities</li> <li>Lack of training on assessment tools/ general training needed on assessment so case managers can interpret results</li> <li>Making people do assessment even though they are already enrolled in program</li> <li>Some tools seem outdated</li> <li>External factors/test environment</li> <li>National recognized tests</li> <li>Language barriers</li> <li>Visual imparities</li> <li>Special Needs</li> <li>Testing up for BA or BS degrees</li> <li>Over testing</li> </ul>
America's Career InfoNet	
Accuplacer <ul style="list-style-type: none"> <li>Fairly accurate and has been field tested</li> <li>At technical schools</li> </ul>	
ASSET <ul style="list-style-type: none"> <li>Comprehensive assessment</li> <li>Going to TABE</li> </ul>	
CAPS, COPES, COPS (three Cs) <ul style="list-style-type: none"> <li>COPS Inventories</li> <li>COPS (Youth)</li> </ul>	<ul style="list-style-type: none"> <li>Three (3) Cs: CAPS, COPES, COPS are time consuming</li> <li>Getting appropriate need meet</li> </ul>
Career Assessment Inventory	Need Career Development Facilitator training
Career Decisions course at technical college	

Field Assessment Practices	Issues
Career Info Net <ul style="list-style-type: none"> <li>▪ Employability profile</li> <li>▪ Skills profile</li> </ul>	
Career interest inventory	<ul style="list-style-type: none"> <li>▪ Familiarity vs. interest</li> <li>▪ Reading Match (good and bad days)</li> </ul>
Career Scope <ul style="list-style-type: none"> <li>▪ Liked self paced</li> <li>▪ Reading, match, application</li> </ul>	
Checklists of possible services/activities	
Compass	<ul style="list-style-type: none"> <li>▪ Accuracy of screening/interpretation</li> <li>▪ No grade level on Compass</li> </ul>
Core Basic/Values Budgeting	
Data from technical schools	
Discover	
DOL Web Page/O*Net for research Occupations	
DSM (discuss-Sudbury-model)	Barriers to screening tools (Used to identify disabilities, abuse, etc.)
Employability Plan	
High School Records	
GATB (General Aptitude Test Battery)	
Getting information from technical college	
Harrington-O'Shea Career Decision-Making System <ul style="list-style-type: none"> <li>▪ Interests</li> </ul>	
Holland's Self-Directed Search	
Interviewing customers <ul style="list-style-type: none"> <li>▪ Information interviews</li> <li>▪ One-on-one interviews</li> </ul>	Need to look at the whole person to find placement
Job Corp (reading)	Job Corps (not valid, not reliable, no norms)
JobFit	
Job Shadowing - Industry Partnership - DOL Grant	
Literacy Tests	
Magellan's for Youth	
Mapp (Motivational Appraisal of Personal Potential) Assessment	
MAST (Multilevel Academic Survey Test) <ul style="list-style-type: none"> <li>▪ Reading and Writing</li> </ul>	
Nelson-Denny (better than Job Corps)	<ul style="list-style-type: none"> <li>▪ Refresher Courses</li> <li>▪ ABLE Match (too high)</li> <li>▪ Cannot mandate medical information</li> </ul>
Objective Assessments	
O*Net <ul style="list-style-type: none"> <li>▪ Career Information Net</li> <li>▪ Interest Profile (work values)</li> </ul>	Need for consistent interpretation

Field Assessment Practices	Issues
People/Data/Timing	
Personal forms - interest needs	
Proven need by career research	
Questionnaire	
Self-directed Search	Encourage customers to use tools
TABE (Test for Adult Basic Education) <ul style="list-style-type: none"> <li>On selection basis</li> </ul>	<ul style="list-style-type: none"> <li>TABE -- At training vendor's mercy because they set the minimum test grade level</li> <li>No reading Compass or WRAT</li> </ul>
Transferable skills list	
WISCareers <ul style="list-style-type: none"> <li>Can access from home</li> <li>Required reading level - 6<sup>th</sup> grade</li> </ul>	<ul style="list-style-type: none"> <li>Cost</li> <li>How to use and restyle client forms</li> </ul>
Work Environment Preference sheet	
WOWI (World of Work Inventory)	
WRAT (Wide Range Achievement Test) <ul style="list-style-type: none"> <li>User friendly</li> <li>Better than able</li> <li>WRATS, Job Center basis (always being done)</li> </ul> WRAT 3	<ul style="list-style-type: none"> <li>Dissatisfied with the WRAT</li> <li>RATS reading tests seems subjective</li> </ul>